

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Rowena Wagner Position Applied for Elem

	1	2	3	4	5	
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KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	3
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	2

- Philippines -
- Kalambo -
- 2nd Grade - At Cochran (Pickens)
- Learning styles of students
- Adapting learning to students
- Communication - Parents
- Didn't know the processes
- I told her about that Friday
- Classroom management
 - structured - a lot of learning lots of fun
- Assessment
 - What the

Ambitious, Energetic, Think out
of the Box

EMPLOYMENT INTERVIEW ANALYSIS

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Applicant's Address _____

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Name of Interviewer K. R. Meador

Dates of any Previous Interview _____

Date of this Interview 12-9-02

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						27
						45

1. Find long styles and needs of students.
2. Letters to inform parents. Ph # available
3. Bal. writing w/ reading.

4. Assessment important to use.
5. seek parent's help
6. ... as supportive w/ suggestions

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Rosemary Wagner
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Rowena

originally from Philippines
field exp - Harriet + Jennie K.

Main concern as coach gd 2 - know children + learning styles of kids
+ I feel in love w/ kids

1. Learning styles + needs of students - then how to use strategies
2. ^{new} letters - phone # available -
3. Read aloud - write
minimal answer
4. Structured learning so can't get on trouble
5. evaluate what child has learned -
vary assessment used
6. don't get angry at angry parent - involve principle
child has to obey class rule
principle is there to give suggestions
tell me why said "NO" - if valid reason, I'll accept it.

asked to have questions repeated + reworded

good question - what he looks for in a teacher?

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27
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interim-learning styles

structured -

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EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for. <u>X</u>	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>3</u>
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Ele. Ed 1st Grade GEASE ST. Mrs. Fisher 1st - Subby Sup. Mrs. Fisher
 knows children, learning styles, loves the kids.

#1 Individual learning styles, from learning styles.

#2 Parent communications, vital - letters home, projects for future - encourage communication. - work w/ parents to solve the problem.

#3 Real aloud / balanced literacy - had not a clue as to the 4 processes (read, write, speak, listen) not real strong.

#4 very structured, learning

#5 important to know where the students are in relation to teaching focused on written assessment not real strong answer.

#6 - not to get mad @ parent, involve principal if she thinks the problem will escalate. Not strong
 = criticism - constructive - principal to support & give suggestions?
 - No - would like explanation - if reasons are solid would accept. - principal is boss

parent has much as cultural

EMPLOYMENT INTERVIEW ANALYSIS

Amy Szulciewicz
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— Balanced literacy, running words.

1. argues w/ current info.

2.

3. uses students as your guide

4. positive behavior encouraged - usually works, some type of star system.

5. Assess all the time, begin, & throughout the year

6. - listen to parent. happily document in text
- listen & try to read
- listen to the rd, but if felt strongly.

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Kdy. exp. Def. Lit, Guided Reg. Miller School - Multi-intelligences
Big Bucks - Standards - encourage Positive Behavior Document Incident

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well versed in *Balanced Literacy*

- ① multiple intelligences
- ② made big books for parents / open houses
- ③ use standards as a guide - balanced literacy
- ④ token economy - verbal prompts -
- ⑤ assess all the time - pre assess. / observation
- ⑥ documentation
listening / make changes
give a little adjustment.

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Name of Interviewer <u>Kurt Meader</u>	
Dates of any Previous Interview	Date of this Interview <u>12-19-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Amy Szalewicz
Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

2 yrs. at Seton (1st gr. / K) Bal. Literacy (rummy rec) (guided rdy)
 1. Multiple Intel. Try to meet all needs
 2. Open houses - parent involvement
 3. Use 3 ring binder of standards
 4. Positive discipline plan. Rewards
 5. Continuous. Observation - Beg. of yr. & ending L
 6. Listen to their side, document
 44
 45
 Crt. = Ciston
 Listen to NO

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant Amir Scales Position Applied for _____

		3	4	5	
TRAIT		STUDENT	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would require.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	4

Intro: 2 yrs Seton - q1 + K - BL program experience - 12th, 9th, 12th,
 Milwaukee grad asst in q3+4.

- 1.) Gardner's MI - teach to all diff intelligences -
2. individualized by book of class activities
 2 open hours for parents
3. use standards as a guide + BL
4. positive plan - encourage positive good behavior
 tailor to classroom behavior. Stick a ticket for good beh - 5th, 6th, 7th, 8th, 9th, 10th, 11th, 12th
5. beg yr + reflect through yr
 observe
6. listen to parent - documented + explained my side:
 - listen + make changes
 - listen - might argue a little if I feel strongly

What position + when

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview <u>12-10-02</u>

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Amy Szalewicz
Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						39
						45

1 yr K } Seton
1 yr 1st }

Miller School Gr. 3 & 4
helped dev. bal. lit there

1. Gardner ~ tch to different intelligences
2. Made pig books
2 Open houses on own
3. use standards as guides
with bal. lit.
4. different plan for each indiv. classroom
positive beh. encouraged
alternates to verbal prompts
5. general but discussed observation
beg. of yr. and throughout
6. • check notes after listening to parents
• make changes
• may argue but would listen

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Amy Szalewicz Position Applied for Elem

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

41

Seton School 2 yrs.
Balanced Literacy
Running Records
Guided Reading

- Howard Gardner - Mult. Intelligence -
Visually - Auditory

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Karen Jensen
Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates. <input checked="" type="checkbox"/>	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas. <input checked="" type="checkbox"/>	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance. <input checked="" type="checkbox"/>	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. <input checked="" type="checkbox"/> Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance. <input checked="" type="checkbox"/>	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits. <input checked="" type="checkbox"/>	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable. <input checked="" type="checkbox"/>	Perfect for job. Generally outstanding personality as well.	4
						36
						45

- Teaching aligned w/ district, is District Goals. - working on

#1

#2 parent - weekly news letter - parents involved in activity
parents are an excellent resource - computer lab involvement.

#3 easily integrated into subject core areas. particularly math.
Discussed writing primarily - motivated reading did not discuss.
speaking / listening.

#4 Mentions "Case A"

#5 Develop a plan - parent communication - positive notes sent home.

#5 Running records. observing on going.

#6. Depending on severity - might go to principal

- discuss w/ parent concerns etc.

- Life long learner who looks for feedback & would like to hear concerns so she could work on problems

- No - gives us an opportunity to explore other options

EMPLOYMENT INTERVIEW ANALYSIS

35

Karen Jamieson
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview Date of this Interview

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Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						34 45

3rd yr CCSD Sub
aligned w/ initiatives

Coach + Parent

DRA - BAL. Lit.

imag. drives instruction

Slight reservation - handstrong

EMPLOYMENT INTERVIEW ANALYSIS

235

Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt R Meader</u>	
Dates of any Previous Interview	Date of this Interview <u>12-9-02</u>

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Name of Applicant Karen Jamieson

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						39
						45

1. Alignment w/ dist. initiatives/goals
In class assessment to drive instruction
Bal. Lit. experience.

2. Strong pt./weekly newsletter/active in classroom.
3. Model instruction - use rubric to score

4. Liked new ideas + good notes for positive behavior.

5. Running records/reading group
Organizing

Lifelong learner
No - explore other options

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Karen Janison Position Applied for ELCM.

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates. ✓	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas. ✓	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job. ✓	Outstanding ability to communicate.	4
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POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure. ✓	Displayed impressive poise under stress. Appears unusually confident and secure.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable. ✓	Perfect for job. Generally outstanding personality as well.	4

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
12/9/02	
Dates of any Previous Interview	Date of this Interview

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Karen Jamieson

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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						41
						45

No portfolioKaren

op. start of 3rd yr in district
 aligned to initiative + district goals
 coach goals' track team
 children attend district
 teacher induction last yr -

ORA trained, B. Library groups

1. assessment to hold to drive instruction
 gr. + ind read → lifelong readers
 → work @ student levels

2. Weekly Newsletter
 parent volunteer in class - independent work - in computer lab

3. Writing is easy to integrate - math journal
 Talk before write it Write on SS/Sci - on text using rubric
 You're a teacher of reading in every subject

4. green-yellow-red-red-double student
 loss of access - call home -
 special note weekly on student good behavior

5. fits everywhere - /
 RR -
 above daily

6. if serve, take parent to principal -
 they explain + then relate my side -

lifelong learners - appreciate heavy what I need to change
 + go to peers

"No" gives us an opportunity to explore other options
 try to find another way to do what I wanted to do.
 gather data + go back to principal - provide reminder
 a similar option.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
12-09-02	
Dates of any Previous Interview	Date of this Interview

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Karen Jamieson
Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						41
						45

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address _____

Telephone Number _____

Name of Interviewer KAR Meador

Dates of any Previous Interview _____

Date of this Interview 12-9-02

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Name of Applicant Robert Bazylak

Position Applied for _____

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- Creative & varied background - psych. / business*
- Student centered approach.
 - Letter to parents - continue canon., volunteers ongoing

- Proactive w/ management*
- Assessments - ongoing - students asked to explain things
 - Seek understanding - follow up.

Respect

EMPLOYMENT INTERVIEW ANALYSIS

158 Robert Bazylak

Applicant's Address

Telephone Number

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Position Applied for

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RBT Bazyak
Name of Applicant

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- #1 Student centered hands on activity, a must w/ appropriate adaptations made for individual student.
- #2. Involving students starts before you start school -
The more communication the better. always on going.
- #3. Literacy is so prevalent on going -
- #4.
- #5. Don't separate from teaching, a part of teaching -
- #6.

EMPLOYMENT INTERVIEW ANALYSIS

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S. Good	
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12-09-02	
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Robert Bazylak

Name of Applicant

Position Applied for

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EMPLOYMENT INTERVIEW ANALYSIS

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Sending a Letter

EMPLOYMENT INTERVIEW ANALYSIS

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Telephone Number	
Name of Interviewer	
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						44
						45

Rocket

great humor + presence
- knew when not to joke

CL grad - Univ. Pitts - Allegheny - SHH - excellent in teaching - went back for 2 yrs @ Ed. Univ.
background in arts, music - use in relationships w/ kids
good attitude for me - kids have fun + learn, too.

1. keep kids involved - focus on how students would do it, needs.
2. letter to kids before class starts - keep parents informed - parent helper -

3. integrate

4. Real life as they are not the same
active + student centered - model behavior -
don't change peer relation -
don't need management -

5. When doesn't it fit in - constantly - why have trouble -
ongoing - how they talk - work - grades -

6. Cry immediately! understand parent's side
how kids perform at school is affected by parents
attitude at home.

take it as constructive criticism
respectful not disrespectful

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address _____

Telephone Number _____

Name of Interviewer _____

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Chad DuPont
Name of Applicant

Position Applied for _____

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						45

St. Paul @ Quebec Valley School Kyr @ Quebec Valley -
Back to school for sp. ed. certification?

- #1 Determine needs & get a better understanding until he could design the appropriate instruction.
- #2 the more the parent involved the better the child.
- #3 integration of Read, write, speak, listening
 Read - Did not really talk about the integration
 write - projects.
 speak - projects to explain it.
 Listen - expect listening skills appropriate.
- #4 class management - assess management needs -
 teaching style - must adapt to needs of students
 being flexible - try to meet needs.
- #5 assessment important - are the students learning.
 need to find out if what you are doing is working, not necessarily testing.
- #6 Listen - make sure parents are aware of the whole story -
 criticism - accept as constructive.

the → No - inquire why - not push the issue to get understanding
 the he answered

EMPLOYMENT INTERVIEW ANALYSIS

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Chad DuPont

Name of Applicant

Position Applied for

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
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EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

39
45

- PSU, Quaker Valley
- Substituted 2 yrs.
- Working towards Spec. Ed. Cert. 3 classes
- JV BB coach Cochran
- Saegertown Volleyball
- Personality - Relate well to students
 - = Parents - Communicate with better
 - E-mail -
 - Phone-call -
 - = Language Arts,
- Processes -
 - = Don't Demand but appreciate respect
- Management -
 - Communication, Adapt, be Flexible, - Knowing what students need,
- Assessment, need to know if everything is working,
 - isn't just testing, writing samples, portfolio

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Chad Dupont
Name of Applicant

Position Applied for

	1	2	3	4	5	
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EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						41
						45

Chad

no portfolio

Coch. grad - athletics - Penn State elem ed.

Quaker Valley stud living

Sub for 2 yrs - started on special ed degree - 3 classes
JV. basketball - volleyball @ Coch - also @ Sy. if no job - end of summer

Best candidate - personality - relate well - can communicate well -
try to work about w/ kids

- ① 1-1 time to get to know students - ask them to write about themselves -
learn how student learn - styles -
- ② letter home about self + request response letter about Chad -
stay in contact - phone, email
- ③ all children need to read on their own - buddy reading
projects → story class - public speaking
encourage write
good writing skills
listening - expect students to listen when someone is talking
- ④ be flexible + adapt - reflect on your lessons -
know students' needs + give it to them -
- ⑤ does what you do work. Tests aren't way they
Portfolio - writing samples - range of what doing -
- ⑥ listen to what they know - be reasonable - not out of control
Principal or higher administration
accept constructive criticism
maybe ignore why - logical explanations to get understanding
Reason for saying No - justify enough.

EMPLOYMENT INTERVIEW ANALYSIS

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Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt R Meader</u>	
Dates of any Previous Interview	Date of this Interview <u>12-9-02</u>

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Chad Dupont
Name of Applicant

Position Applied for

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EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
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Back to student in special ed. (has 3 classes) - good rapport w/ students						41
						45

1. Involve students in writing student experiences.
2. Parents involved. Letter of Intro. Continue to contact.
3. Involve buddies reading.

4. Rapport w/ students vary teaching style.
5. Daily assessment. Varied assessments
6. Listen. Reasonable. Higher authority. Constructive criticism.

EMPLOYMENT INTERVIEW ANALYSIS

32 Chad Dupont
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any
Previous
Interview

Date of this
Interview

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Name of Applicant

Position Applied for

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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

EMPLOYMENT INTERVIEW ANALYSIS

257

Applicant's Address	
Telephone Number	
Name of Interviewer	
12-9-02	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant: Jennifer Tworek
Position Applied for:

	1	2	3	4	5	
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42

45

- Get to know org. styles ind. & develop strategies to meet needs. Ongoing assessments.
- Keep par. updated w/weekly newsletters.

- Listen to each other & teacher. Written response. research integrated. Math/writing. PSST knowledge.
- Rules & consequences. - send home to parents. Awareness of consequences.
- Ongoing assessment. Variety.

Constructive crit.

EMPLOYMENT INTERVIEW ANALYSIS

53
51

Jennifer Turek
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview Date of this Interview

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Name of Applicant

Position Applied for

	1	2	3	4	5	
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						42
						45

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
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Jennifer Tworek
Name of Applicant

Position Applied for

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						44
						45

- #1. - Getting to know students / learning styles, discuss instruction w/ continued assessment.
- #2. - Keep parents up to date, get parents into classroom, set up classroom web site, - would not hesitate to call & ask for assistance.
- #3. Integrate read, write, speak, listen. Knowledge of PSSA w/ exposure.
- #4 Rules/consequences w/ student involvement. Make them in partnership.
- #5. assessment from the time pre assessment, throughout the lesson.
- #6. Parent - Discuss w/ parent - team approach get as much info as poss.. set both sides of story.
 Criticism - hope constructive & make needed changes.
 take it professionally - Try to understand
 have to respect the decision.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
	12-09-02

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Jennifer Tusorek

Name of Applicant

Position Applied for

	1	2	3	4	5	
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						44 145

EMPLOYMENT INTERVIEW ANALYSIS

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Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Jennifer Tworek Position Applied for Ekm.

	1	2	3	4	5	
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EMPLOYMENT INTERVIEW ANALYSIS

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Telephone Number _____

SA
Name of Interviewer _____

12/9/02
Dates of any Previous Interview _____ Date of this Interview _____

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Jennifer Tworek
Name of Applicant _____

Position Applied for _____

	1	2	3	4	5	
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COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						44
						45

Jennifer

getting started on research

Personalized
profile +
portfolioMarketing + psych-ogy minor - 3 yrs in marketing Damon -
started elem. + A - finishing stud teacher g 4+6 -

Largo, counselor 7 yrs -

Worked at campus child care - gymnastic instructor
anxious to enter teaching profession①. get to know students to learn their styles -
differentiated classroom - on going assessment to meet
ind. needs2. Weekly newsletters - how to keep at home or school
goal -Class website - email or phone # - post high assignments
call or write parent if prob.3. listen to teacher + each other (cooperative learning)
journals -

Research into any subject

Can integrate writing at math - PISA practice

4. set up class rules + consequences developed w/ students
model - state positively - student ownership
Send rules home to parents5. In going - from preassessment of ready or already know
assess throughout - observation, questioning, etc
oral reports, portfolios, projects
different needs of stud.6. sit down to discuss - get all info - for parent + student -
- hope criticism constructive - understand where everyone is
coming from
- No set-backs - understoodWould come on a one time
to make transition
easier.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt Meader</u>	
Date of this Interview <u>12-19-02</u>	
Dates of any Previous Interview	

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Name of Applicant Anna Marie McElwain Position Applied for _____

	1	2	3	4	5	
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Enthusiastic about teaching
1. Adaptations, whole & small groups, Assessments
2. Weekly letters to parents & informal positive notes.
3. Mirror like in. *freemove*

4. Positive reinforcement, consistency, fairness
5. Running record, curriculum based assess, informal assess.
6. Listen to parent & show you care. NO, respect authority

41
45

EMPLOYMENT INTERVIEW ANALYSIS

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Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Anna Marie McElwain

Name of Applicant

Position Applied for

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1. Youngest of 5 / a twin Mad Muller's Ice Cream Ed
 Woman's Soccer sub 14yrs - Special Ed certificate
 Determinator, Comparison to track - all she ever wanted to do -
 Indep. thinker, problem solver. Skills to obtain their goals
 This fall - getting
2. While gp adaptations
 daily groups - levels
 assess often enough to meet needs
 3. It points into classroom - my doors are open
 get friend at school
 weekly newsletters + 1 tip to work on
 good notes home
3. Ready on all subj' oral speaking + Comm.
 Wdng / active listener - demonstr. mirror listening
4. positive, earned Reinforcement - be fair, consistent
 gr - red - purple area - daily behavior
 expect respect enthusiasm and then if describing
5. RR weekly ideally - biweekly
 CBA
 informal assessment after every lesson
6. - Listen to parent + care about what he has to say
 - helps me grow as a person - not constant nit picking
 - go for + do best I can -
 respect authority of principal

Question mentoring program 1 yr - doesn't apply
 grade level team Collaborative

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
	12-18-02

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Anna Marie McElwain

Name of Applicant

Position Applied for

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						43
						45

Millersville Univ. - Soccer

1 1/2 yr. sub.

Spec. Ed. cert. enrolled

enthusiastic

1. assess often, adopt in whole group, small group

2. help in class. rec. need for p. involve
weekly letters, notes highlighting positive

3. generally address incorporating, understood?
tch active listening (how)

4. behavioral approach to classroom man. - goals to wk to
fair and consistent

three stages (similar to ✓ with colors)

monitor daily

expect respect

enthusiasm

5. Running Records - at least two wks

CBA

informal assess. ~ oral asking

6. • Proponent of active listening - shows caring

• Grow as person - appreciated
wants feedback to grow

• respects authority

Interested in collaborative planning

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address _____

Telephone Number _____

Name of Interviewer Heller

Dates of any Previous Interview 12/09

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Name of Applicant Ann McElwain Position Applied for ECM

Good Questions -

Very nervous - Ambitious, Determined, Personable, Knowledgeable,

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						41 45

Grad. of Millersville

Determination, Caring, compassion

problem solving, learn

Immediate Intervention, fair & consistent

Monitor Daily Behavior and Management

Respect/Respect

Criticism that will make me grow as a person.

Feedback Look Forward

No - Principal - that is the way.

- good questions

Mentoring - meetings grade level

EMPLOYMENT INTERVIEW ANALYSIS

Ann Marie McSwain
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview

Date of this Interview

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Name of Applicant

Position Applied for

	1	2	3	4	5	
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						44
						45

1. Pointed out that she began in education. - working on spec. ed.
- passion to teach. - ~~it~~

P.

2. Parent involvement - check always open, weekly letters sent home.

3. Reading ~~recap~~ responsive to all subject. - active listeners.

4. Immediate positive, fair & consistent - monitor daily plan.
"as per respect" enthusiasm.

5. Running records - periodically - CBA's

6. A. Listen first - show that you care.

B. appropriate criticism that helps grow - not in favor of constant
nit picking. - used to become better.

C. No form principal.

EMPLOYMENT INTERVIEW ANALYSIS

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Anna Marie McElwain

Name of Applicant

Position Applied for

Women's Soccer

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*Working on Sp. Ed. cert.
Weekly letters
Behavioral Approach*

*Running Records/CBA/
Respect.*

41
45

EMPLOYMENT INTERVIEW ANALYSIS

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Name of Applicant

Position Applied for

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						44/45

① all I ever wanted to do

thinkers / problem solvers

② level assessment

③ volunteer / get them reading w/ chle / newsletter, notes / home

④ reading / writing in all subjects automatically / some tidiness

⑤ be fair / consistent (3 stages of behavior) expect respect, enthusiasm

⑥ Running record (2x month) informal, CBA's

⑦ listen first (active) -

apprec. criticism - to become better

Who's the Dad?

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
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Mark Weather

Name of Applicant

Position Applied for

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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

Different levels built into each lesson plan - Survey Students

Active Engaged / Very Positive Person

Timeliness

4.3

45

EMPLOYMENT INTERVIEW ANALYSIS

Mark Weather
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview

Date of this Interview

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Name of Applicant

Position Applied for

	1	2	3	4	5	
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KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
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						38
						45

#2

1

2 Newsletter to parents -

3

4 High expectations - climate down here, positive rewards more important than consequences. precepts, problems.

5 Assessment can drive instruction - wide variety of assessments accepts to different levels.

6

EMPLOYMENT INTERVIEW ANALYSIS

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Mark Whithers
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35

newsletter, available
many cross curricular

fairly strict

cases drive instruction - adapt cases.

gather info

want to grow

depends on how strongly I feel about the topic

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
<u>12-19-02</u>	
Dates of any Previous Interview	Date of this Interview

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Mark Weather

Name of Applicant

Position Applied for

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						42
						45

- Life experience - feels belonging / Coaching + extra curriculars
1. Find student interests
 2. v
 3. Cross curriculum w/ focus on reading/writing in every subject.
 4. High expectations of students
No down time, Rewards
Separate discipline plans
 5. Drive instruction, standards. Various assessments
 6. Seek info, get back w/ them.
Constructive crit. No follow directions

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
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Mark Wenthuis

Name of Applicant

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						38
						45

Allyday - 5 yr program but not got school
 20 yrs + job disappeared
 built on line - she makes a diff of herself

1. Survey for students - get interested

2. newsletter intro. self

3. everyday all the time

Cross curriculum - nobody is not left in world

Writing

explain math concepts

Bad protest at EE personal words w/ barriers

4. high expectations - active engaged classroom -
 no downtime

positive person - rewards over consequences

facing strict - segmented light / serious w -

nervous behavior in front of peers

5. a. deserves most - standards
 wide variety - performance, adapt for diff levels
 separate.

6. Calm parent 1st - get details

but big ego - eager for help.

good at following directions - strongwilled about
 things
 flexible

working toward this all my life.

after school program for students - tricks juggling
 coaching softball - outstanding senior in PE program
 but Donna was at this time.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
	12-19-02

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Mark Weathers

Name of Applicant

Position Applied for

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						36
						45

Allegh./Edinboro

1. Surveys students - formal - adapts to charts/gr. lessons
Dev. lessons with dif. levels
Talk about interests
2. Newsletter to intro. self
Willing to spend extra time
3. general answer
talked about cross curriculum
explain math concepts
Design a protest - Mrs. Nosker
4. have high expectations
active, engage limit down time
rewards - (positive) more imp. than consequences
light warning - serious warning
not interested in sending out
5. Spoke about standards
Assess drive instruction } General answer
wide variety
6. • Ask parent to get back when has info
reasons his age is imp.
• take it constructively
• depends upon how strongly he feels about
issue
can take it
Repeated he was flexible

Interested in after school program
tches juggling

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <i>Heller</i>	
Date of this Interview <i>12/19/02</i>	
Dates of any Previous Interview	

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Mark Weathers
Name of Applicant

Elem.
Position Applied for

	1	2	3	4	5	
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

37 45

- Allegheny - Originally at Allegheny
enthusiasm and experience make him a great
Candidate
- Never embarrassed a kid, very positive
High Expectations
- Assessments
- Juggling, softball experience

EMPLOYMENT INTERVIEW ANALYSIS

Alicia Faulk
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview

Date of this Interview

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Name of Applicant

Position Applied for

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						43
						45

Alicia - Design classroom manage. system proactive to avoid stud. problem.

4. Great spec. ed. background. - Self motivated,
very, very, much wants to teach in this District

1.

2. Parent involvmt. - call & talk w/ each student - maintain
open communication - News letters etc.

3. Aware of balanced Literacy Programs - easy to
incorporate these 4 processes.

* 4. Teacher needs to be the model - honest & real
be respectful
be responsible
follow school codes classroom management reflection of teacher

5. constantly assessing students relevant to what you want
them to learn.

6. A. involve student as well as parent.

EMPLOYMENT INTERVIEW ANALYSIS

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Alvin Foulk

Name of Applicant

Position Applied for

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*Disagreed to be a teacher - Counsel for Optimal & Special Needs Curriculum
Self-motivated/compassionate - Got Beeline -
Respect - responsible - follow
Self-motivated - when things aren't going well*

EMPLOYMENT INTERVIEW ANALYSIS

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Alicia Smith

Name of Applicant

Position Applied for

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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						41
						45

- Always wanted to be a teacher
 Counsel for exceptional children / Spec. Hispanic
 self-motivated, caring - very much wanted to teach in your district
1. Spec. assigned
 2. Call each parent, phone calls, newsletter, assignment journals
 3. Balanced Literacy - incorporates, CA. tools
 4. Teacher is the model, struct. / organ / flexible 3 rules
 reflection of the teacher. - swift consistent follow up
 5. running records, portfolios. conferencing
 6. gather info - point of view / (Phone made aware)
 Criticism - learning tool.
 Why they said "no"

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt Meader</u>	
Dates of any Previous Interview	Date of this Interview <u>12-19-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Alicia Foulk
Name of Applicant

Elem/spec. ed.
Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

Elem./spec. ed. self motivated - interested in CCSD.

1. Gather baseline info., find interests/strengths/records.
2. Phone calls/newsletters. Journals to parents.
3. Bul. literacy - use in all subjects.
4. Expectations / feel belonged
Self analysis. Positive reinforcement.
5. Continuous/variety tools/information Learning tool (critical thinking)
6. Involve student. find info + why
if possible - ask why?

42
45

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <i>Bl</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Alicia Forth
Name of Applicant _____ Position Applied for _____

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>5</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>5</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>4</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>4</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>4</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>5</i>
						<i>40</i>
						<i>45</i>

Intro: Commodore Ling HS - Edinboro (4/2/92) Dec 2001
 always knew she wanted to be teacher
 Ellen + special.
 Counsel for exceptional child 4y's - present yrs. - Shrewsbury Hosp.
 special ed Committee Union

She teaches
 HS level skills
 1st grade grammar Ellen

7. Min @ EE -
 self motivated, caring + compassionate - do it
 want to teach in our school - do what it takes.
1. Set backed - diff learn styles - get good baseline of each
 student - observe, gather data - assess / checklists
 2. Call parents @ beg of yr - period of - good things / progress reports
 monthly newsletters - assignment journals
 open comm
 3. Literacy process across board in all subjects
 4. Teacher is model - honest + real - flexible, organized
 tell your expect
 1. Be Respectful
 2. Be Responsible
 3. follow school rules + codes
 class jobs -
 reflector of teacher - meeting needs on instructions
 simple + consistent
 positive caring - love
 5. Constantly - observation - relevant
 meets needs of student
 RR, checklists - portfolios input to student to see growth
 Write, Conferencing
 6. involve stud + parent - make principle aware
 get parental input
 - learning time
 - understand why "NO" - Sometimes have to accept + move!

what do you want a teacher

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
	12-19-02

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Alicia Faulk

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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						42
						45

Com. Perry

Edinboro

El Ed/Sp Ed

Always wanted to tchr.

Council for Excl. Children 4 yr.

Active

HS. Lifeschools - stud. tchr

Subs

mother?

1. self-motivated compassionate very interested
get baseline, gather data (past tchrs, parents)
observ.

general answer (sp. ed)

2. call each parent - periodic phone calls
monthly newsletter
assignment journals

3. Balanced Lit. ~ general knowledge
peer tutors

4. Tchr is model
structure, organized, flexible
3 basic rules (respectful, - respon. - follow codes)
empower students - involved
reflection of tchr. - positive reinforcement

5. Observation - constantly
assessment tools need to be relevant
to what is taught
appropriate to needs

Portfolio imp. to students

Run. Rec/Writings

Conferencing

6. • involve student, may involve (calm demeanor
principal

• learning tool

Very poised although
obviously nervous

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Alicia Fowlk Position Applied for Elem.

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

- grad. Com. Perry H.S.
- Edinboro Univ. 4.5 yrs Elem/spec. Ed.
 - Activities - counsel for exceptional children
 - H.S. Lifeskills student Teaching
 - 1st grade student Teaching
- self motivate, compassionate; whatever needs to be done.
- good answers -
- Continual assessment
- Accept and move on -

Caring intem with Pa students, workshops
collaborate team player.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant David Stearns Position Applied for Elem

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

34

Medville, Rob. Sargentow Grad
Grad. Edinboro 77,

Subbed -

Dining Inspector, Edged out of the
field -

Better Candidate — High Energy, highly motivated

newsletter - taking part -

Not current -

Respect the Authority

EMPLOYMENT INTERVIEW ANALYSIS

David Stearns
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview _____ Date of this Interview _____

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Name of Applicant

Position Applied for

	1	2	3	4	5	
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
						28
						45

curriculum elem. 1 sem. / sem. ② w.e. not mentioned -

1. "Recognize ② individual children." meet student needs @ their level.

2. - parent involvement also lead to parent demands
- newsletters, etc - send home on regular basis.

3.

read.	}	Question really shook him.
write		
speak		
listening		

 really did not answer the question.
 " " " understood the 4 processes.

4. let children take part, encouraging children to take on roles of daily activities. - really did not answer.

5. Assessment fits in the beginning. - weak answer.

6. A.

B. Would welcome constructive criticism. No reason to react negatively

C. here to serve the employer a no news no.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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David Stearns

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
<i>Life Experience / Motivated</i> <i>Determine needs / Goals, presents</i>						32
<i>Good answers "No" -</i>						45

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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David Stearns

Name of Applicant

Position Applied for

	1	2	3	4	5	
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						29
						45

1. determine individual needs of children
2. more demands today: communicate (newsletter, prepared for lessons
3. making lessons interesting: finding opportunities for them to talk how they solved a problem. Cross curriculum activities.
4. letting children have part in building classroom plan. finding out interests of children.
5. Assess ~~the~~ - ^{meet} standards -
6. affirm. put at ease)
Constructive criticism - welcome steering from
serve the employer - no so - no for me.

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt Meader</u>	
Date of this Interview <u>12-19-02</u>	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant David Stearns Position Applied for _____

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	3
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	3
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

33

45

- Not hired right after school. Wants to fulfill dream to teach.*
- Life experience*
1. Recognize individuals
 2. Communicate w/ newsletter to help parents prepare students
 3. Make lessons interesting for listening, speak during other
 4. Stud. included in decision-making process find their interests.
 5. Use standards to plan
 6. Conflict Res. - affirm to put at ease
- Constructive Crit. Steered Respect authority.*

EMPLOYMENT INTERVIEW ANALYSIS

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David Strains

Name of Applicant

Position Applied for

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						30
						45

Intro. attended Middle - 3rd Dist - 1st D -
 grad. July '72 Edinboro 77 Film Sub in Cassenys 1 semester '78 -
 frustrated w/ Economics (not hired) - dairy industry inspection
 edg. int.
 took as sub -

more life experiences to draw on - high energy + motivate

- ① determine + recognize ^{each} unmet needs of child
 include everyone + meet needs
- ② more demands on school by parents
 Communication is key - newsletters of plans
 kids may be better prepared for lesson
- ③ make lessons interesting - to get kids to listen
 speaking - opport. to talk - have kids read in class
 write in math
 Cross curriculum process
- ④ child part of decision process - contributing
 daily basis -
- ⑤ PSSA - fits at beginning now -
 begins. Strategies for standards
 + - affirm parent + child - lay out facts of matter
 let them vent steam - then give your side of story
 - Constructive criticism is welcome
 no reason to react negatively
 - Serve the employer - respect authority
 No is NO to me

not current

Questions

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
	12-19-02

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David Stearns

Name of Applicant

Position Applied for

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						29 45

77 grad from Edinboro

Field inspector - dairy industry

1. determine / recognize individuality
needs
2. parents involved in input & demands - media
communication - newsletters
3. listening would be difficult ~ make lessons interesting
cross-curriculum lessons
general
4. children be part of decision-making
process
5. Beginning of instruction process - referred to
PSSA
6. • affirm their child / lay out facts
diffuse by letting them speak
• welcome constructive criticism
• serve the employers, respect authority

EMPLOYMENT INTERVIEW ANALYSIS

Stacy Boca
Applicant's Address

Telephone Number

Name of Interviewer

Dates of any Previous Interview

Date of this Interview

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Name of Applicant

Position Applied for

	1	2	3	4	5	
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						39 745

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
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Stacy Boca
Name of Applicant

Position Applied for

	1	2	3	4	5	
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Balanced Let. / Asst. Liaison Coordinator						4 41
ALB - PSSA						45
I am responsible for...						

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Steve Boca
Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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						42 45

worked hard for the district.
Balanced literacy
was a Bethesda

1. blocking toward standard/individuals/work w/ parents/stations
tried everything before screening.
2. weekly newsletter/documentation/discipline log/phone calls
3. text to text, text to world. Charting in math.
4. empower students/collaborative discipline
- 5.
6. as a parent myself I would...
inform principal
receive my "open ear"
respect Principal's decision./find alternative

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer <u>Kurt Meader</u>	
Dates of any Previous Interview	Date of this Interview <u>12-19-02</u>

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Stacy Boca
Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

- Years w/ the district / have sch. evaluator / parent liaison, Bal. Literacy
- Centers - work w/ parents + specialists
 - Documentation of difficulties. Newsletter.
 - Various ideas of integration
 - Focus on well being of the children.
 - Measurements of what stud. learn. Use to teach to standards. Also for child's parent.
 - Respect, get to bottom of it. Document, maybe inform principal.
- open to listen to principal + learn. Respect decision

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant Stacy Bara Position Applied for TL

	1	2	3	4	5	
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						41 45

Intro

portfolio

Worked hard for district

Strategic planning - title / parent liaison
have other evaluator

without Belbin

BL training

Worked as subs to keep informed - good communication skills

1) Teaching towards standards - PSSA - NCLB

diff levels of stud - advance or lacking
 Centers - also responsible if stud are advanced
 work w/ parents, read, write specialist
 try everything before screening

2) stay w/ retaining Teachers notices

Weekly newsletters
 document everything
 "Team"

disciplining - kids accountable
 letters home - open communication

3) text-text / word correction - charting - Therapy
 math

4. Go over rules together - read home - positive discipline
 3 smiley faces - goes to grade level

1-3) physically move to center sign -
 Weekly report - pre-empted - meaningful reward

5) measure of what stud has learned - tie to standards -
 screenshot on PSSA for ched, parent & teacher to know

6. Show utmost respect - to parent & ched
 excessive calls tell principle or can't meet parents
 mediator

- life by leaves - move on -
 respect principal's decision - will be if + educate ched
 one together

EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
S. Good	
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12-19-02	
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Stacy Boca
Name of Applicant Position Applied for

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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5/4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4+
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						43
						45

1. referred to all levels low to accelerated
involved parents
willing to try all areas before recommend
screenings
2. recognizes importance of routine when
not own classroom
documentation of everything
newsletter discipline log
open communication
referred to team
3. discussed connections T-T, T-W
charts/math idea
4. empower students / assertive discipline
5. assessment imp. to child know, parent
know + tchr.
6.
 - respectful, let them understand concern
documentation imp.
 - learn from it
 - respect it